



Republika ng Pilipinas
LALAWIGAN NG NUEVA ECIJA
Lungsod ng Palayan

TANGGAPAN NG SANGGUNIANG PANLALAWIGAN

EXCERPT FROM THE MINUTES OF THE 21ST REGULAR SESSION OF THE SANGGUNIANG PANLALAWIGAN OF NUEVA ECIJA HELD AT THE SESSION HALL OF THE SANGGUNIANG PANLALAWIGAN, PROVINCIAL CAPITOL, BARANGAY SINGALAT, PALAYAN CITY, ON

JUNE 16, 2008

PRESENT:

Hon. RAQUELIZA A. AGAPITO	- Member (P.O.)
Hon. WILFREDO P. MUNSAYAC	- Member
Hon. JOSEPH R. ORTIZ	- Member
Hon. TERESITA A. PATIAG	- Member
Hon. ZALDY G. MATIAS	- Member
Hon. ROMANITO DR. JUATCO	- Member
Hon. ERIC DANIEL F. SALAZAR	- Member
Hon. CESAR V. CUCIO	- Member
Hon. ROMEO R. BORJA, JR.	- Member
Hon. LANCE JARWIN A. SANTOS	- Member
Hon. EDMUND R. ABESAMIS	- Member

ABSENT:

Hon. EDWARD THOMAS F. JOSON	- OIC-Governor
Hon. ROMMEL C. PADILLA	- Member
Hon. MELCHOR M. MORALES	- Member

RESOLUTION NO. 309-S-2008

**A RESOLUTION ENACTING AN ORDINANCE PROVIDING FOR
A WOMEN'S DEVELOPMENT CODE OF NUEVA ECIJA, AND
FOR OTHER PURPOSES**

WHEREAS, Art. 11, Sec. 14 of the Philippine Constitution and R.A. 7192 otherwise known as the Women in Development and Nation Building Act declare that "the state recognizes the role of women in nation building and shall ensure the fundamental equality before the law of men and women;

WHEREAS, Art. 3 of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (UN-CEDAW) states the obligation of the state to take all appropriate measures to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamentals freedom on the basis of equality with men;

WHEREAS, the Local Government Code of 1991 known as R.A. 7160 encourages the representation and participation of women in community development and nation building;

WHEREAS, Presidential Executive Order 273 dated September 1995 adopts the implementation of the Philippine Plan for Gender Responsive Development which identifies various issues and concerns of women as priority planning concern of the government;

WHEREAS, Section 28 of the Gender Responsive Projects of the General Appropriations Act of 1997, known as R.A. 8250 states that all departments, bureaus, offices, and agencies shall set a minimum of five percent (5%) of their appropriations to be used for projects designed to address gender issues in accordance with R.A. 7192;

WHEREAS, national law and policies as embodied in the constitution, R.A. 7192, E.O. 273, and International Declaration where the Philippines is a signatory provide the bases for national and local programs to address domestic violence and other issues confronting women;

NOW THEREFORE, on the authorship by Hon. Raquel Agapito and motion by Hon. Wilfredo P. Munsayac, duly seconded by Hon. Joseph R. Ortiz, Hon. Romanito DR. Juatco and Hon. Cesar V. Cucio, be it ordained by the Sangguniang Panlalawigan of Nueva Ecija assembled in session to enact the following ordinances:

PROVINCIAL ORDINANCE NO. 01-s-2008

**AN ORDINANCE PROVIDING FOR A WOMEN'S DEVELOPMENT
CODE OF NUEVA ECIIJA, AND FOR OTHER PURPOSES**

BOOK I – GENERAL PROVISIONS

CHAPTER I – BASIC PRINCIPLES

ARTICLE I

Title and General Policy

SECTION 1. **Title.** This Ordinance shall be known as the “Women Development Code of the Province of Nueva Ecija” otherwise known as “Women’s Code of Nueva Ecija”.

SECTION 2. **Declaration of Policy and Principles of the Local Government of Nueva Ecija.** It shall be the policy of the Local Government of Nueva Ecija to uphold the rights of women and the belief in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation building and men shall share equal with all forms of productive activities.

The Local Government of Nueva Ecija shall actively contribute to the establishment of a national and international economic order based on sustained, equitable growth and balanced ecology. And that any development effort it undertakes should enhance women’s full potential, uplift their status and lead to the improvement of their quality of lives, their families and that of their communities.

Towards this end, the Local Government of Nueva Ecija shall pursue and implement vigorously gender responsive development policies, design an integrated gender and development support systems, taking into consideration women’s immediate economic survival with support for their efforts of empowerment and self-determination, and to adopt and implement measures to protect and promote their rights.

TO ATTAIN THE FORGOING POLICY:

1. Thirty percent of the Official Development Assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized in accordance with the provision of RA 7192 otherwise known as Women in Development and Nation Building Act, by the Local Government departments and agencies of Nueva Ecija concerned to support programs and activities for women.

2. All Local Government department and agencies of Nueva Ecija shall ensure that women benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process, pursuant to RA 7192.
3. All government project proposals shall ascertain the inclusion of gender responsive indicators and guidelines pursuant to the United Nations Declarations of which the Philippine Government is a signatory.
4. All Local Government departments and agencies of Nueva Ecija upon effectivity of this Code shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias provisions, and shall complete the same within two years.
5. The Council of Women of Nueva Ecija, as provided for under Section 30 Article II, Chapter II, Book I of this Code shall be actively consulted in matters dealing with official development assistance or foreign aid so as to determine gender biases and implications on women.

ARTICLE 2

Related Principles

SECTION 3. **Rights of Women Defined.** Women Rights are the rights of women which are defined and declared by the United Nations under Convention on the Elimination of Discrimination Against Women (CEDAW) which we hereby adopt as follows:

- a. Women have the right to the prevention of, and protection from all forms of violence and coercion against their person, their freedom, their sexuality, and their individuality.
- b. Women have the right to freely and fully participate individually or collectively in the political processes of their communities and nations.
- c. Women have the right to the means for assuring their economic welfare and security.
- d. Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice in accordance to the Constitution and their beliefs and preferences.
- e. Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and obtain adequate support for rearing and caring of their children.
- f. Women have the right to an adequate, relevant and gender-fair education throughout their lives, from childhood to adulthood.
- g. Women have the right to adequate nutrition and proper health care.
- h. Women have the right to humane living conditions.
- i. Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable human beings, to build relationships based on respect, trust and mutuality.
- j. Women have the right to equality before the law in principle as well as proactive.

SECTION 4. **Gender, Development, Discrimination, Commodification Explained:**

Gender – is a socially constructed difference between men and women. Differences are created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.

Development – is the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency. It is in consonance with sustained equitable growth and balanced ecology.

Discrimination Against Women – any distinction, exclusion or restriction made on the basis of sex which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.

Commodification of Women – is a practice which puts women in subordinate situations which results in the treatment of women as both consumer goods and objects. As consumers, women are allured to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity for manipulation and utilization for one's sexual desire or interest usually in exchange of money or goods so as that women have no control or power to reject such utilization or manipulation.

CHAPTER II – DEVELOPMENT CONCERNS

ARTICLE I Violence Against Women

SECTION 1. **Violence Against Women Defined** – any act of gender-based violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to women, including threats of such act, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

SECTION 2. **Violence against women shall include but is not limited to:**

- a. Physical, Sexual and psychological violence occurring inside the family and other close relatives, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;
- b. Physical, sexual and psychological violence occurring within the general community, including rape, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.
- c. Physical, sexual and psychological violence perpetrated against women wherever it occurs;
- d. Violation of human rights of women in armed-conflict situation particularly murder, physical and psychological torture, rape, sexual slavery and forced pregnancy;
- e. Forced sterilization and forced abortion, coercive/forced use of contraceptives, prenatal sex selection and female infanticide;
- f. Exploitation of woman or offering for sale any part of her body;
- g. Feminization of poverty which is regarded as a condition when gap between the rich and the poor widens and grassroots women bear the brunt as in economic instability and

unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic interests of women.

SECTION 3. **Sexual Abuse Defined.** Sexual abuse shall include but is not limited to the following:

1. When a man inserts or attempts to insert his penis into the mouth or anus of a woman under any of the following situations:
 - a) Through force, threat or intimidation;
 - b) By means of abuse of authority or relationship;
 - c) When the offended party is deprived of reason or is otherwise unconscious;
 - d) When the offended party is below twelve years old, even though none of the above circumstances is present.
2. When a person inserts part of his or her body other than the sexual organ, or who introduces any object or instrument into the genital or anal orifice of a woman under any of the situations stated in paragraph 1.
3. When any person subjects a woman to have sexual intercourse with an animal under any of the circumstances stated in the paragraph 1 or through any abnormal, unusual or ignominious sexual act.
4. Any intentional contact however slight of one's penis to the genital, mouth, breast or anus of a woman or intentional contact thereof, however slight, to any part of her body other than her sexual organ; or the use of any instrument or object which intentionally touches the genital, breast or anus of a woman.
5. Sexual abuse in intimate marital relations. Forced sexual act committed under intimate or marital relations shall form part of sexual abuse such as those between man-woman, woman and woman, man and man relations, married or unmarried, legally separated or separated in fact.

SECTION 4. **Battering Defined** – series of physical, emotional and psychological abuse, It is a repeated and habitual cyclic pattern s means of intimidations and imposition of the batterer's will and control over the woman's life. Battering constitutes the kinds of behavior but is not limited to the following:

- a. **Sexual battering** – this includes physical attacks on the women's breast/genitals or forced sexual activity, accompanied by either physical violence or threat of physical violence.
- b. **Psychological battering** – this includes threats of suicide, violence against the woman or her family, punching, breaking or defacing or otherwise destroying the house or any part thereof; or of the personal belongings of a woman, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a foreign country and forcing the victim to do degrading things; controlling the victim's lawful or usual activities, the use of foul and insulting words or statements and threats of abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision shall likewise apply to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code.

- c. **Economic battering** – this includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.

SECTION 5. Trafficking in Women Defined – is a covert recruitment of women into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the recruitment of domestic labor to work in developed countries, and organized marriages between women from third world countries, and foreign nationals, promotion or initiating a system in which women become movable properties and objects of exchange.

Trafficking in Women shall include the following but is not limited to:

- a) for any person, association, cult, religion or organization or similar entities to commit the following acts:
- establish or carry on a business for the purpose of matching women for marriage to foreigner either on mail order basis or through personal introduction or cyberspace;
 - advertise, publish, print or distribute, or cause the advertisement, publication, printing or distribution of any brochure, flyer or propaganda material calculated to promote the above-mentioned prohibited acts for profit or advantage;
 - solicit, enlist, or attract/include any woman to join any club, association or organization whose objective is to match women for marriage to foreigners;
 - either on mail-order basis or through personal introduction or cyberspace or any other forms which facilitate the act of solicitation;
 - use the postal service, cyberspace or satellite TV to promote the above-mentioned prohibited acts.
- b) to buy or sell a woman, or any of her body parts for profit; or to use her body by any pretext; to be used as experiments, research or the like without her consent.
- c) to act as a procurer of sex worker,
- d) to threaten or use violence and force a woman to become a mail-order bride.

SECTION 6. Mail Order Bride Defined. It is a practice where women establish personal relations with male-foreign national via mail or similar means upon recruitment by an individual or agency for the purpose of exploiting women in guise of marriage.

SECTION 7. Sexual Harassment Defined. It is a form of misconduct involving an act or a series of unwelcome sexual advances, request for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly or impliedly.

Sexual harassment shall be unlawful in the employment, education or training environment as prescribed in RA 7877.

SECTION 8. Other Forms of Sexual Harassment. Other than the definition provided by RA 7877, the following constitute sexual harassment, some of which are covered by the Revised Penal Code under Acts of Lasciviousness:

1. persistent telling of offensive joke such as green jokes or other analogous statements to someone who finds them offensive or humiliating:

2. taunting a person with constant talk about sex and sexual innuendoes;
3. displaying offensive or lewd pictures and publications in the workplace;
4. interrogating someone about sexual activities or private life during interviews for employment, scholarship grant or any lawful activity applied for;
5. making offensive hand and body gestures at someone;
6. repeated asking for dates despite verbal rejection;
7. staring or leering maliciously;
8. touching, pinching or brushing up someone's body unnecessarily or deliberately;
9. kissing or embracing someone against her will;
10. requesting sexual favors in exchange for good grade, obtaining a good job or promotion, etc.;
11. cursing, whistling or calling a woman in public with words having dirty connotations or implications which tend to ridicule, humiliate or embarrass the woman such as "puta", "boring", "peste", etc...
12. any other unnecessary acts during physical examinations.
13. requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission, etc.

SECTION 9. **Pedophilia Defined.** Pedophilia which is a form of perversion where children are the preferred victims wherein the offender commits sexual intercourse or any act of sexual assault or lascivious conduct against a girl.

SECTION 10. **Prohibition of Printing, Publishing, Display and Distribution of Pornographic Scenes on Movie/TV Trailers/show, Posters, Billboard and other Materials and Similar Literature.** It shall be unlawful for any person to print, publish, display or distribute pornographic scenes on movie/TV trailer/show, Posters, Billboard, literature and other visual material which treat women as sex objects and commodities.

SECTION 11. **Pornographic and Indecent shows.** Indecent shows as used in this Code include nude or other provocative gestures which further project and exhibit women as sex objects.

Any person or agency who engages in shows depicting women as sex objects in private or in public place or under scandalous circumstances shall violate women's rights.

SECTION 12. **Comprehensive Support to Women-Survivors of Violence.** The Local Government of Nueva Ecija shall provide a comprehensive support to women-survivors of violence which consist of but not limited to the following:

- a) immediately conduct an investigation within 24 hours;
- b) provide for counseling and medical services for the offended party;
- c) gather evidence for the arrest and prosecution of the offenders;
- d) make a report of his/her investigation and, on the basis of the offended party's testimony and additional evidence, if any, endorse the same to the proper prosecution

- office within 36 hours from time of filing, regardless of his/her evaluation of the cases;
- e) the investigation officer or the examining physician, if possible of the same sex as the offended party, ensures that only persons expressly authorized by the latter will be allowed inside the room where the investigation or medical or physical examination is being conducted,
 - f) women victims-survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women in holistically rebuilding and empowering themselves;
 - g) all investigations/hearing involving rape cases and other forms of violence against women conducted in the police stations, prosecutor's office and the trial courts shall recognize the survivor's social support group as expressly allowed or requested by the offended party;
 - h) a temporary shelter with appropriate support service for the women in crisis shall be appropriately constructed under the management and supervision of the Provincial Social Welfare and Development Office.

SECTION 14. **Psychological Program-** It is an intervention using a system approach to conditions of women as it views women's different needs in a social context.

SECTION 15. **Survivor's Support Group Defined.** – It is an organized group of women to whom a woman-survivor of violence voluntarily agrees to establish a professional helping process.

SECTION 16. **Support Services for Women in the Entertainment Industry. Entertainment Industry Defined.** – includes establishments identified as places of amusement as defined in the Local Tax Code of Nueva Ecija.

Other Places of Amusement – include all other places of amusement not specifically enumerated or otherwise provided for in this Ordinance, including but not limited to night clubs or day clubs, cocktail lounges, super or family clubs, disco houses, minus-one or sing along houses, bar or beer houses/gardens, fast food centers showing video cassette films/movies, beach resorts, and other places of amusement where one seeks admission to entertain himself whether by seeing or viewing or by direct participation.

The Local Government of Nueva Ecija shall provide socio-economic support services for the entertainment industry in its desire to concretely respond to their practical needs.

SECTION 17. **Free Medical Routine Check-up.** Women in the entertainment industry shall be afforded with free medical routine check-up and medicines if needed.

SECTION 18. **Prostitution as a Violence of Women's Rights.** Prostitution shall be recognized as a violation of human rights and exploitation of women who have no real choices for survival.

SECTION 19. **Local Monitoring Board for Violence in Media.** A local Monitoring Board for movie, print, broadcast, and multi-media, shall be set up to classify, censure, prohibit or regulate the exhibition of materials degrading to women. The Board's function shall also extend to video shops, electronic communication, cable television, books and other forms of audiovisual channels or instruments.

SECTION 20. **Creation of Women Complaints Relation Section (WCRS) and Appointment of WCRS Officer.** The Local Government of Nueva Ecija shall create the WCRS and appoint WCRS Officer in all police stations in Nueva Ecija to specifically handle concerns of women.

SECTION 21. **Role of Female Police Officer.** Complaints filed by women on battering and other forms of abuse against them shall be handled by female officers in the local police force who shall undergo special course on handling cases affecting abused women.

SECTION 22. **Creation of Family Arbitration Committee within the Lupong Tagapamayapa.** There shall be created a Family Arbitration Committee within the Lupong Tagapamayapa of each barangay to resolve cases on family violence.

SECTION 23. **Creation of Medico-Legal Desk for Women at the Provincial Social Welfare and Development Office.** There shall be a Medico-Legal Desk for Women at the Provincial Social Welfare and Development Office to cater to specific women problems and concerns.

SECTION 24. **Creation of Multi-Disciplinary and Multi-Sectoral Coordinating Council on Family Violence.** A Multi-Displinary and Multi-Sectoral Coordinating Council Against Trafficking which shall be created by the Local Government of Nueva Ecija through the Gender and Development Council in coordination with existing women NGO's engaged in program against family violence to design protocol and mechanism for identification, assessment and interventions on family violence.

SECTION 25. **Inter-Agency Council Against Trafficking.** An Inter-Agency Council Against Trafficking which shall be established in Nueva Ecija with the following powers and functions.

- a) formulate a comprehensive program to suppress the trafficking of women and children;
- b) conduct a massive information campaigns;
- c) undertake guidance and counseling to women abroad as fiancées of foreign nationals;
- d) make representations to schools and universities for the inclusion of migration and its implications for women in all levels of curricula;
- e) refer traffic victims to appropriate agencies;
- f) formulate a program for returning victims in cooperation with local officers of DOLE, TESDA and other government agencies involved in training and livelihood development;
- g) secure assistance from any of the local government units, departments or bureaus of the national government;
- h) exercise all powers and functions necessary to attain its purposes and objectives.

ARTICLE II Political and Public Sphere of Women

SECTION 26. **Declaration of March 8 as International Women's Day.** March 8 shall be declared as International Women's Day. It maybe declared as a special public holiday subject to an executive order issued by the Governor. There shall be a barangay-level set of activities on women and the law, current issues affecting and influencing women, and assessment of women's status in the Province of Nueva Ecija and other forms of critical consciousness-raising activities.

SECTION 27. **International Day of Action for Women's Health.** The Local Government of Nueva Ecija shall cause the celebration of the International Day of Action for Women's Health on May 28 where issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected and government action sought.

SECTION 28. **Barangay Level Self-Organization of Women.** Self-Organization of women shall be recognized at the barangay level to include young women.

SECTION 29. **Creation of Council for Women.** A Council for Women shall be organized at a district level from among the Implementing Rules and Regulations of this Code.

Women organizations with mass membership at the community level shall likewise be represented at the Council for Women. Women groups in schools, offices whether Government or Non Government shall be represented in the Council as a cluster. Details of the Council's operation shall be stipulated in the Implementing Rules and Regulations of this Code.

SECTION 30. **Representation of Women in Barangay Development Council (BDC) Structure.** The Local Government of Nueva Ecija shall ensure that at least one third (1/3) of the members of the BDC are women to strengthen government's recognition of women's potentials in each barangay.

SECTION 31. **Women Representatives to the Provincial Development Council (PDC).** The Local Government of Nueva Ecija shall ensure that at least one third (1/3) of the members of the PDC are women.

SECTION 32. **Peace Based on Justice.** The network of women GOs and NGOs shall be formally consulted on peace and development issues on the basis of social equity and justice.

SECTION 33. **Women in Law Enforcement Positions.** All qualified women shall be given an opportunity to assume key law enforcement positions.

ARTICLE III Cultural Identity of Women

SECTION 34. **Indigenous Women of Nueva Ecija.** The preservation of the cultural identity of the indigenous shall be actively incorporated in all programs and projects of the Local Government of Nueva Ecija.

SECTION 35. **Culturally-Appropriate Schools.** There shall be accessible and culturally appropriate schools for indigenous peoples in Nueva Ecija.

SECTION 36. **Declaration of Indigenous Peoples Areas.** A survey of indigenous and Moro peoples' areas in Nueva Ecija shall be undertaken within two years upon effectivity of this Code which shall become a basis for the indigenous peoples' areas.

SECTION 37. **Integrated Development Program for Indigenous Women.** The local government of Nueva Ecija shall develop a program that shall facilitate empowerment of the indigenous and Moro women. Active support for the preservation of the indigenous women's knowledge of the environment shall be incorporated in the program.

ARTICLE IV. Labor and Employment

SECTION 38. **Orientation on Sexual Harassment.** All local offices, agencies, and establishments or companies, government and private in Nueva Ecija shall conduct orientation on sexual harassment. Certificate of compliance shall be submitted to the Integrated Gender and Development Office.

SECTION 39. **Setting-up of Grievance Machinery.** A grievance committee shall be set up in local offices, agencies, establishments or companies to act on complaints related to sexual harassment.

SECTION 40. **Gender-Sensitive Physical Plant.** A physical plant appropriate for a gender-sensitive environment shall be adopted by all offices, agencies and establishments or companies which shall help prevent sexual abuse and other forms of maltreatment in the workplace.

SECTION 41. **Tax Incentives for Business Entities.** The Local Government of Nueva Ecija shall provide tax incentives to business entities providing maternity, health and other related benefits for women employees.

SECTION 42. **Monitoring System for Labor Standards.** A mechanism shall be installed in the Integrated Gender and Development Office to monitor all offices, agencies and establishments or companies violating Labor Code Provision and the provisions of this Ordinance.

ARTICLE V Health Rights

SECTION 43. **Budget for Women's Health.** A substantial portion of the health budget of the Provincial Government shall be allocated for women's health and services.

SECTION 44. **Upgrading of Health Care Delivery System.** Quality health care and services that are not discriminatory on account of their gender, age, sex, creed, religion and ethnicity shall be implemented in Nueva Ecija.

SECTION 45. **Reproductive Health Care Delivery, Reproductive Health Defined.** As defined in the International Conference on Population and Development and World Health Organization and affirmed in Beijing Conference, reproductive health is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity in all matters relating to the reproductive system and to its functions and process, i.e. people are able to have a satisfying and safe sex life and have the capability to reproduce and the freedom to decide it, when and how to do so.

Nueva Ecija shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrates many issues not previously considered central to population: sexuality, reproductive tract infection, gender power relations and domestic violence and shall not be limited to family planning and child bearing.

SECTION 46. **Women's Control Over their Bodies.** Women's decisions to prevent and control pregnancy shall be given appropriate support and guidance by all health professionals, private and public, at very minimal cost.

SECTION 47. **Gender-Sensitive Crisis Intervention Unit.** The Local Government of Nueva Ecija shall cause the establishment of a Gender-Sensitive Crisis Intervention Unit at all levels of the health care, primary, secondary and tertiary and shall provide service training to all health and other allied personnel who shall be assigned in this unit.

SECTION 48. **Gender-Fair Approach to Pre-marital Counseling Program.** Without prejudice to the Nueva Ecija Children's Code, a review and redesign of the Pre-marital Counseling Program of the Local Government of Nueva Ecija shall be jointly undertaken by the Integrated Gender and Development Office, Provincial Health Office and the Provincial Special Office on Children's Concerns and other concerned agencies. Agencies involved shall adhere to the principle of gender-fair pre-marital counseling service.

SECTION 49. **Strengthen Primary Health Care Delivery.** In consonance with the Department of Health's thrust and Nueva Ecija Children's Code, the Local Government of

Nueva Ecija shall strengthen the Primary Health Care Delivery in the context of reproductive health.

ARTICLE VI

Education Rights

SECTION 50. **Sunday Classes for Women.** Sunday classes for women shall be held in all barangay high schools in Nueva Ecija to facilitate workingwomen's access to education.

SECTION 51. **Promotion of Gender-Sensitive Curricula.** The schools in Nueva Ecija shall actively promote gender-sensitive professional school counseling and career education programs to encourage females to pursue academic and technical courses in order to widen their future career opportunities.

SECTION 52. **Adult Education.** All women desiring to engage themselves in functional and practical education shall be enlisted in adult education program, which shall be set up in all barangays in Nueva Ecija.

SECTION 53. **Monitoring and Reporting of Stereotyped Portrayal of Roles of Women and Men in Educational Materials.** The Integrated Gender and Development Office shall coordinate closely with the Divisions of schools, Nueva Ecija Association of Colleges and Universities and other network of schools in monitoring and reporting of stereotyped portrayal of roles of women and men as projected in education materials.

ARTICLE VII

Socio-Economic Benefits for Women

SECTION 54. **Increase Capital Assistance for Women.** All departments and agencies in LGU's engaged in socio-economic programs shall increase their capital assistance and/or subsidy to women especially on land-based using community bank approach.

SECTION 55. **Access to Safe Water.** All barangays in Nueva Ecija shall provide easy access to safe water supply. Appropriate system shall be installed to ease women's workload.

ARTICLE VIII

Rural Women's Rights

SECTION 56. **Land for Women-Headed Households and Landless Families.** Subject to existing laws, rules and regulation, idle lands owned by the Provincial Government shall be distributed to qualified women-headed households and landless families interested and committed to till the land upon issuance of a memorandum of agreement between the parties concerned. Ownership of such land shall be granted to them after ten years of continuous tillage. Support services shall be delivered by the Local Government of Nueva Ecija as part of the Memorandum of Agreement.

SECTION 57. **Promotion of Land-Based Projects. Land-Based Projects Defined** –are activities designed systematically in order to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous resources.

The LGU's shall promote and support land-based projects ensuring food security for rural women utilizing science, women friendly and appropriate technology instilling collectivism.

SECTION 58. **Access to Science and Women-Friendly Alternative Technology Education.** The Provincial Agriculture Office of the Local Government of Nueva Ecija in conjunction with the Department of Science and Technology and other similar line agencies

should establish a science and women-friendly alternative technology center for rural women in each barangay.

ARTICLE IX Special Sectoral Concerns

SECTION 59. **Special education for Women with Disabilities. Women with Disabilities Defined.** Are women with physical/mental impairments and having different needs and potentials.

There shall be a special education school for women with disabilities in Nueva Ecija which shall offer appropriate technology curricula.

SECTION 60. **Advocacy on Women with Disabilities' Rights.** Active advocacy on the rights of women with disabilities shall be conducted by the Integrated Gender and Development Office.

SECTION 61. **Creative Employment Opportunities for Women with disabilities.** The Local Government of Nueva Ecija shall develop creative employment opportunities for women with disabilities recognizing their different conditions and full potentials as human persons.

SECTION 62. **Reporting of Cases of Harassment Committed Against Women with disabilities.** The Local Government of Nueva Ecija through its Integrated Gender and Development Office shall enjoin all barangays to monitor and report cases of harassment committed against women with disabilities.

SECTION 63. **Organization of Women with disabilities.** Each barangay shall create a committee of women with disabilities within the Barangay Development Council in order to advance their interests.

SECTION 64. **Organization of the Elderly Women.** Each barangay shall create a committee of women with disabilities within the Barangay Development council in order to advance their interest of this special group of women.

SECTION 65. **Support Funds for the Elderly Women.** Funds shall be allocated for the elderly women to include emergency assistance, routine physical check-up, social group work program and appropriate socio-economic activities.

SECTION 66. **Support to Women in Detention.** Right of all women in detention shall be protected.

- a) Speedy trial of their cases shall be ensured by all concerned;
- b) An appropriate program shall be designed to respond to their specific needs and problems as detainees; and
- c) Separate structure and space for detention and rehabilitation shall be provided.

SECTION 67. **Respect for Women's Sexual Preference.** Women's right to sexual preference shall be respected and protected.

ARTICLE X Women and Children Support System

SECTION 68. **Daycare Centers.** The Local Government of Nueva Ecija shall ensure that Day Care Centers are established in every barangay.

SECTION 69. **Parental Authority.** The father and mother shall jointly exercise parental authority over the persons of their common children. In case of disagreement, the couple shall consult their family counsel or shall bring the matter before the Lupong Tagapamayapa for conciliation.

ARTICLE XI Gender and Development

SECTION 70. **Gender Development Defined.** Conscious effort in improving the quality of lives of women and men based on sustained, equitable growth, and balanced ecology. It sees society as instrument of gender system in all its aspects – economic, political and social. It sees women as agents of change, instead of mere recipients of development assistance. It calls for structural changes as well as reorientation of the patriarchal culture.

All schools, Offices, Establishments or Companies, Departments and Agencies of the Local Government of Nueva Ecija shall be provided with gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise all establishments, schools, colleges and universities shall develop assessment tools for gender biases.

SECTION 71. **Active Support to Gender Studies.** A sufficient amount shall be allotted to gender-related documentation and researches which shall form part of Nueva Ecija's data-based program development.

SECTION 72. **Popularization of Gender-Fair Materials.** There shall be an active promotion and publication of gender-fair material in popular forms in Nueva Ecija.

SECTION 73. **Integrated Gender-Sensitive and Environment-Friendly Zonification Plan of Nueva Ecija.** An Integrated gender-sensitive and environment-friendly zonification plan of Nueva Ecija shall be designed in a manner protecting the economic and social production of women.

SECTION 74. **Community-Based Environmental Plans and Programs.** Both men and women shall participate in pollution control, zero-waste technology development and management, preservation of the forest, marine and aquatic resources and indigenous reforestation with due respect for the indigenous and Moro peoples culture and rights to self determination.

SECTION 75. **Gender-Sensitive Natural Resources-based Management Programs.** The Local Government of Nueva Ecija shall engage itself in the development of gender sensitive natural resources-based management programs.

SECTION 76. **Role of Women in Environmental Impact Assessment of Projects.** The Local Government of Nueva Ecija shall promote the active role of women in environmental impact assessment.

SECTION 77. **Promotion of Appropriate Technology.** The Local Government of Nueva Ecija shall actively promote alternative technologies appropriate and safe for women.

SECTION 78. **Creation of Resource Management Council.** Each Barangay shall create resource management council which shall ensure promotion and protection of ecological balance and full participation of women.

SECTION 79. **Sufficient Budget for basic Social Services.** Sufficient amount of funds for basic social services for women and children in extremely difficult circumstances shall be allocated by the provincial government.

SECTION 80. **Investment and Loans.** The Local Government of Nueva Ecija shall hold consultative assemblies with women in government and non-government institution giving the opportunities for securing loan and investment for their livelihood and development.

SECTION 81. **Overseas Filipino Worker's (OFW) Wives and Children Support.** The Local Government of Nueva Ecija shall conduct at the Barangay level a survey of overseas Filipino workers, result of which shall serve as basis for special support to women and children.

SECTION 82. **Special Course for OFW.** A special course for overseas contract worker shall be made primarily to orient women on the issues and concerns relative to migration and shall be systematically introduced to all women especially in the Barangay level.

SECTION 83. **Education on National Policies.** Women and Men shall undertake education on national policies and their implications on women.

SECTION 84. **Special Training for Lupong Tagamayapa.** A special para-legal training for Lupong Tagamayapa shall be conducted with special attention on gender questions and related matters.

SECTION 85. **Gender Sensitiveness as Pre-requisite to Employment and Promotion.** There shall be a gender-sensitive assessment to be conducted by the Integrated Gender and Development Office to all concerned as a pre-requisite to hiring and promotion of personnel.

SECTION 86. **Gender and Population.** The Provincial Health Office shall review and redesign the population program that it is not contraceptive-based but reproduction health conscious.

SECTION 87. **Training on Non-Traditional Occupation.** Women shall be given opportunity to acquire training on non-traditional occupation such as those related to science and technologies.

BOOK II – FINAL PROVISIONS

CHAPTER I – PENAL PROVISIONS

ARTICLE I

Violence Against Women and Children

SECTION 1. **Soliciting Women's Services.** It is unlawful for a person to solicit a women's service for sexual purposes as gift, representation, public relations, or as an act of goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provisions of the Revised Penal Code.

Any witness may file complaint together with the affected women to the proper court
Penalty for such is fine of P5,000 or an imprisonment of one year.

SECTION 2. **Other Forms of Trafficking in Women.** Any person or Agency who, with the use of force or deceit, lures a women to work abroad or in other areas in the Philippines for a particular job on a promise of high fees, but instead landed on prostitution, domestic help or other odd jobs. Violators of this provision shall be penalized by an imprisonment of one year or a fine of P5,000.00 or both, at the discretion of the court.

SECTION 3. **Sex Trade.** Any agency or person who shall engage in keeping women for sex for a fee shall suffer the penalty in accordance with the Revised Penal Code.

SECTION 4. **Sex Tours.** No Hotels, beach resorts, sauna baths, and similar establishments shall be allowed to operate as conduit for sex tours. Cancellation of business permit, a fine of P5,000.00 and an imprisonment of one year shall constitute as penalty for violation.

SECTION 5. **"Beauty" Contest.** Beauty Contest which tend to commodify, abuse humiliate and treat women as sex objects shall be strictly prohibited in schools, communities, barangays, and the Provincial Government should instead sponsor activities promoting women's strengths and potentials, especially with regard to indigenous and culturally-relevant activities.

Any person or persons who initiated the conceptualization and implementation of the beauty contest, with violation of this ordinance shall be subjected to a penalty consisting of the following:

For business organizations;

- a) Cancellation of business permit
- b) Fine of P5,000

For representative of agencies, departments or units of The Local Government of Nueva Ecija:

- a) Suspension for one month without pay
- b) Fine of P5,000.00

For educational institutions, charity or welfare organizations:

- a) Cancellation of licenses to operate
- b) Fine of P5,000.00

For individuals:

- a) Fine of P5,000.00 and imprisonment of 1-30 days.

SECTION 6. **Fund Raising Initiative Defined.** It refers to any activity, whether in whole or in part, integrated in any raffle, draw, benefit or disco dance, premier showing or movies, or any similar fund-raising undertakings where women are used as donor prize, substitute for prizes won, a companion package for an award, prize or recognition, or any manner, activity, come-on display, or exhibition which depicts a woman as central, partial, or special focus in order to raise funds.

All funds raising initiatives as defined in this shall be strictly prohibited in Nueva Ecija. Violators of this provision shall pay a fine of P5, 000 or imprisonment of six months, or both at the discretion of the court.

SECTION 7. **Benefit Dance/Disco Defined.** It refers to dancing activities in the locality where women are in the process being commodified for fund raising purposes.

SECTION 8. **Women in Armed Conflict Situation.** a) No women shall be deprived of basic social services in armed conflict areas. b) No woman or girl shall be kept by any PNP/military personnel in police/military detachment/checkpoint or any analogous quarter for purposes of comfort. Violation shall be penalized through summary dismissal proceeding of the local AFP/PNP and/or at the discretion of the Court.

SECTION 10. **Conscious Surveillance of Entertainment Establishments.** A regular task Force shall be created to conduct conscious surveillance of entertainment establishments

exploiting women. Failure of the Task Force to submit weekly report shall be subjected to an administrative sanction.

ARTICLE II Cultural Identity of Women

SECTION 11. **Indigenous and Moro Cultural Practices.** Indigenous and Moro women shall be allowed enrollment in schools and colleges and enjoy employment opportunities without prejudice to their birth and marriage rituals where no birth and marriage certificates are issued as evidence of such life events.

ARTICLE III Labor and Employment

SECTION 12. **Equal Access to Job Training and Promotion.** No woman shall be deprived of job training and promotion on account of her gender, age, ethnicity, creed, religion and civil status. Violations by private employers shall constitute a fine of P5,000.00 and a cancellation of business permit or as prescribed by the court. Government unit or agency head of office is liable with the penalty of three months suspension and a fine of P1,000.00

SECTION 13. **Wage and Benefits for Women.** Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or Passed by the Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, termination and other benefits provided by law. Violations committed by private employers shall constitute a fine of P5,000.00 and cancellation of business permit or as prescribed by the Court. Government unit or agency head of office committing similar violation is liable with the penalty of three months suspension and a fine of P1,000.00

SECTION 14. **Facilities and Support System for Women.** The Local Government of Nueva Ecija shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:

- a. provide seats proper for women and permit them to use such seats when they are free from work and during working hours. Provided they can perform their duties in this position without detriment to their efficiency in work;
- b. establish separate toilet rooms, lavatories and lounge for men and women and provide at least a dressing room for women;
- c. establish a crèche in a workplace for the benefit of the women employees therein; and
- d. provide breast feeding centers for women in the workplaces.

Violation by private employers shall constitute a fine of P5,000.00 and cancellation of business permit or as prescribed by the Court. Government unit or agency head of office committing similar violation is liable with the penalty of three-month suspension and a fine of P1,000.00.

SECTION 15. **Reproductive Health Services.** Big companies as well as labor intensive establishments shall provide reproductive health services to working women regardless of civil status. Cancellation of business permit or license to operate and a fine of P5,000.00 shall constitute the penalty for violation of this provision.

SECTION 16. **Orientation on Sexual Harassment.** All offices, agencies and establishments or companies, government or private in Nueva Ecija shall be conduct orientation on sexual harassment. Failure to comply with this provision shall fined by not less than

P3,000.00 or at the discretion of the Court. The head of office shall be held liable through an administrative sanction.

SECTION 17. **Gender-Sensitive Physical Plant.** A physical plant appropriate for a gender-sensitive environment shall be adopted by all offices, agencies and establishments or companies, which shall help prevent sexual harassment, sexual abuse and other forms of abuse and other forms of maltreatment in workplaces,

Monitoring team shall be composed of representative of the Office of the Provincial Engineer, Provincial Social Welfare and Development and Integrated Gender and Development Office to conduct inspection in compliance with the above provision.

Failure to comply with this provision shall mean payment of a fine of P5,000.00 and suspension of business permit or license to operate for three months. For Local Government Department or Agency, an administrative sanction shall be imposed for which the Head of Office shall be held liable.

SECTION 18. **Increase Maternity Leave Benefits as Incentives for Breast Feeding Mothers in the Public and Private Sector.** Maternity leave benefits of 90 days shall be extended to all women employees (public and private) who have rendered at least one year continuous service, provided that 90 days of the leave period shall be used for breast feeding her new-born baby.

Employer who violates this provision shall pay a fine of P5, 000.00 and a suspension of business permit or license to operate for six months. For local government department or agency, an administrative sanction shall be imposed.

SECTION 19. **Barangay-Based Househelp Support.** All Barangays in Nueva Ecija shall conduct compulsory education for both househelp and househelp employers on gender-sensitivity. An administrative sanction shall be imposed for non compliance of this provision.

SECTION 20. **Women in the Entertainment Industry** Women engaged in the entertainment industry shall be recognized as wage earners and they shall receive a minimum wage and benefits afforded to women workers and shall render services as provided in the job contract and only in the places of work as specified in the business permit of the establishment concerned. Violation of this provision shall be subjected to a fine of P5,000.00 or cancellation of business permit, or both, at the discretion of the Court.

SECTION 21. **Raids.** Police shall not be allowed during conduct of raids in entertainment establishment. Violation of this provision shall be subject to administrative sanction. They may however be allowed to assist the officials conducting the raid.

ARTICLE IV Health Rights

SECTION 22. **Socialized Reproductive Health Services for all Hospitals.** No hospital in Nueva Ecija shall deny a woman living below the poverty line of reproductive health services. Certificate of Indigency shall be issued by the Barangay Captain.

In case of emergency, a social worker or any authorized personnel shall be designated to conduct immediate appraisal of the socio-economic status of the patient for admission purposes. Non-compliance of the Hospital Officials of this provision shall be penalized by a fine of not more than P 3,000.00.

ARTICLE V

Socio-Economic Benefits for Women

SECTION 23. **Socialized Lending for Women.** a) All banks, financial/lending institutions and cooperatives shall open special windows for lending to women including young women who lacks access to traditional sources of collateral. b) No woman shall be deprived of credit. Lending institutions shall establish a "socialized lending scheme friendly to women" which shall constitute the following:

1. Bank rate interest
2. No post-dated checks
3. Certificate of Income Generating Activity from Barangay Captain

Non-compliance of this provision shall be subjected to a fine of not less than P3,000.00 and a suspension of business permit or its equivalent.

ARTICLE VI Rural Women's Rights

SECTION 24. **Promotion of Environment-Friendly Technologies.** No local Government agency or its representative shall act as agent of inorganic fertilizers, herbicides, and pesticides. An administrative sanction shall be imposed to head of agencies upon violation of this provision.

ARTICLE VII Special Sectoral Concerns

SECTION 25. **Barangay-Level Sanction on Cases of Harassment Committed Against Women with disabilities.** All barangay in Nueva Ecija shall formulate a barangay-level sanction on cases of harassment committed against women with disabilities. Failure to comply with this provision shall subject the barangay council to an administrative sanction.

ARTICLE VIII Women and Children

SECTION 26. **Support to women and Children.** All agreements or settlements arrived at the barangay-level relative to the support of the children shall be final and executory. Violation of such agreements or settlements shall be subjected to a fine of P1, 000.00 and an imprisonment of one month.

ARTICLE IX Gender and Development

SECTION 27. **Gender Sensitive Orientation and Training.** All schools, offices. Establishments or companies, departments and agencies including barangay officials of the Local Government of Nueva Ecija shall initiate gender sensitivity orientation and training which shall equip them with theoretical knowledge on gender justice. Non-compliance of this provision shall require the concerned party to pay a fine of P5,000.00 and issuance of warning by the Integrated Gender and Development Office.

Likewise all establishments, schools, colleges and universities shall develop assessment tool for gender biases.

CHAPTER II

Provisions for Implementation

SECTION 28. **Creation of the Integrated Gender and Development Office. Integrated Gender and Development Office Defined.** It refers to the office which shall be created by the Local Government of Nueva Ecija responsible for the implementation of this Ordinance. It will be responsible for the district level coordination and cooperation in facilitating gender and development program planning, development, implementation, monitoring and evaluation.

The Integrated Gender and Development Office of Nueva Ecija shall be created specifically to realize the provisions of this Ordinance. It shall be the coordinative, regulatory and monitoring body of the Local Government of Nueva Ecija which will focus on gender-sensitive projects and activities. It shall become the local expression of the National Commission on the Role of Filipino Women (NCRFW).

SECTION 29. **Functions of the Integrated Gender and Development Office.** This distinct Office shall have the following functions to ensure consistency in the implementation of the provisions of this Ordinance:

- a. **Monitoring and Coordinative Functions.** These functions shall see through the realistic, measurable and tangible results of the implementation of the provisions of this Ordinance:
 - a.1. **Gender-Sensitive Watch.** A system of services and facilities in order to monitor status of women in the Province of Nueva Ecija shall be developed wherein all departments and agencies of Nueva Ecija shall conceptualize practical methodologies for incorporating gender perspectives into all aspects of economy and policy-making. It shall collect gender and age disaggregated data on poverty situation and all aspects of economic activity and develop qualitative and quantitative statistical performance from a gender perspective. It shall also serve as the data bank of Nueva Ecija on gender and development.
 - a.2. **Legal Aid Services Check.** A coordinated services for any legal action needed by the women in protecting their rights shall be installed.
 - a.3. **Advocacy and Campaign Management.** A coordinated advocacy and campaign on all forms of discrimination and violence against women shall be conducted.
 - a.4. **Sustainable and Gender – Sensitive Project Development.** A system of appraisals of project to determine sustainable impact on women and men, local economy, politics, culture and ecosystem shall be established.
 - a.5. **Violence in Media Check.** An active dialogue with tri-media representatives shall be undertaken by the Sangguniang Panlalawigan Committee on Women and Family, GOs and NGOs on incidence of all forms of violence in media.
 - a.6. **Convene the Provincial Gender and Development Council and Serve as the Secretariat.** The Integrated Gender and Development Office shall be responsible in convening the Provincial Gender and Development Council, facilitate selection of members in close coordination with the Office of the Governor as its Chairman. It shall also serve as the Secretariat of the Council.

b. **Regulatory Function.** This function shall include establishing protocols and standards relevant to the following concerns:

b.1. **Education and Training Benchmark.** Gender-sensitivity education and training for all departments and agencies of the Local Government of Nueva Ecija and at the barangay level shall be designed. Standards for contents of the course shall be established by the Office.

b.2. **Psychosocial Support Program.** A holistic and indigenous approach to women with social dysfunctioning which includes attendance to their physical/biological, emotional, psychological and social needs shall be set up. Indicators of program success shall be established by the Office.

b.3. **Early Childhood Care and Development Program and Services.** Appropriate support services for women and children shall include crèche and day care services for infants and toddlers as prescribed in RA 6972 and the Nueva Ecija Children's Code. Indicators of quality of services shall be established by the Office.

It shall be involved in all the processes related to the conceptualization, development, assessment and evaluation of programs and projects of the Local Government of Nueva Ecija.

SECTION 29. **Creation of the Gender and Development Council (GAD).** The Gender and Development Council of the Province of Nueva Ecija to be known as the GAD Council is hereby created at the Provincial and Barangay levels.

SECTION 30. **Composition of the GAD Council.** The Composition of the Barangay GAD Council shall be as follows:

A. A Barangay GAD Council shall be headed by the Punong Barangay co-chaired by the Chairman Committee on Women of the Barangay Council and shall be composed of the following members:

1. Representative of the women non-government organization (NGOs) operating in the barangay who shall constitute not less 1/3 of the members of the fully organized GAD Council.
2. The Barangay GAD Council may call upon any official or representative concerned of local or municipal agencies or offices to assist in the formulation of Gender and Development plans and programs.

B. The Provincial GAD Council shall be headed by the Provincial Governor as honorary head and co-chaired by the Chairman of Committee on Women and Family of the Sangguniang Panlalawigan and shall also be composed of the other following members:

1. Representative of the provincial government line agencies with specific programs on women, who shall constitute not less than one third (1/3) of the members of the fully organized GAD Council;
2. Representative of the women from the academe, people's organization with women agenda and NGOs operating in the province who shall constitute not less than one third (1/3) of the members of the fully organized GAD Council;
3. The President of the Association of Barangay Captain in the Province;

4. The GAD Council may call upon any local official concerned or personality of local or national agencies or offices to assist in the formulation of Gender and Development Plans and Programs;

SECTION 31. Representation of Women Non-Government Organizations in the Barangay and Provincial Level. Within a period of sixty (60) days from the start of organization of the GAD Council, the Provincial and Barangay concerned shall accredit women non-government organizations based on the following criteria:

Women NGO's must:

1. At the Barangay level:

- 1.1 at least one year of existence before the effectivity of this ordinance
- 1.2 submit one year accomplishment report
- 1.3 submit latest financial report
- 1.4 at least with thirty (30) women members active
- 1.5 their existence must be certified by any of the following:

- 1.5.1 Punong Barangay or Barangay Council, through a Barangay resolution;
- 1.5.2 Affiliation to Provincial Organizations
- 1.5.3 CDA or SEC registration

2. At the Provincial level:

- 2.1 at least one year of existence before the effectivity of this ordinance
- 2.2 submit one year accomplishment report
- 2.3 submit latest financial report
- 2.4 at least with one hundred (100) women members active except for institutions
- 2.5 CDA or SEC registration

Women's assembly and registration in both levels shall be called by the GAD Council secretariat as to be facilitated by the Sangguniang Panlalawigan of Nueva Ecija and their counterpart committee at the Barangay level coordination with tentative to the GAD Council.

SECTION 32. Powers and Duties of the GAD Councils. The councils shall perform the following powers and duties and any other duties and programs as mandated by its council members that shall ensure the promotion of the welfare of the women sector.

1. Formulate long-term, medium term and annual integrated gender and development plans and policies.
2. Submit or develop a comprehensive developmental program responsive to the needs and situation of the women sector. Identify the problems and situation of the women sector.
3. Identify the problems confronting the women sector and formulate programs, projects and activities (PPA) that will uplift their condition;
4. Monitor and evaluate the implementation of national or local programs and projects.

5. Conduct regular review and evaluation existing legislation, policies and programs of the government on the extent that women's concerns are integrated in all aspects of life on the basis of equal opportunities with men and to recommend the adoption of appropriate policies and enactment of ordinances or passage of resolutions that enhances the potentials and capabilities of women.
6. Promote and support the establishment of a consultative mechanism which shall provide for a continuing dialogue between the government and the women sector. Maintain and update a data bank through the conduct of primary and secondary data gathering activities.
7. Work in collaboration with government agencies, non-government entities/organizations, government initiated women's organization, people's organizations, institutions and private individuals to ensure that women's concerns are brought into the mainstream of all development efforts and that all development planning are gender responsive.
8. The City GAD Council shall review and approve all Gender and Development PPA's from the Barangay to Provincial level prior implementation to monitor if activities to be undertaken are in accordance with the guidelines set forth.

SECTION 33. **Meeting and Quorum.** The GAD Councils shall meet at least once every six (6) months or as often as may be necessary.

SECTION 34. **Executive Committee.**

- A. Each GAD Council shall create an executive committee to represent it and act in its behalf when it is not in session. The composition of the executive committee shall be as follows;

The executive committee of the municipal GAD Council shall be composed of the Provincial Governor and its co-chair, Chairperson of the Committee on Women and Family of the Sangguniang Panlalawigan and two (2) representatives of women non-government organizations represented in the council, as members;

- B. The Executive Committee shall exercise the following powers and duties:

1. Ensure that the decision of the Council are faithfully carried out and implemented;
2. Act on matters requiring immediate attention or action by the council;
3. Formulate policies, plans, and programs based on the general principles laid down by the council;
4. Act on other matters that may be authorized by the council;
5. All decisions emanating from the council must be a product of a democratic process.
6. The Provincial Governor/Punong Barangay being the Co-Chair of the Executive Committee and the GAD Council has no power to vote over the affairs of the executive committee/council. All decisions of the council should be decided by the majority of the executive committee members/Provincial GAD Council.

SECTION 35. **Functional Committees.** The GAD Councils may form functional committees to assist them in the performance of their functions.

SECTION 36. **Secretariat.** The Local Social Welfare Offices is hereby mandated to act as the secretariat for the GAD Council which shall be responsible for providing technical support, documentation of proceedings, preparation of reports and such other assistance as maybe required in the discharge of its function. The GAD Council may avail of the services of the other NGO or education or research institution for other purpose that may assist the affairs of the GAD Council.

The secretariat shall be headed by a women agency coordinator with specific program on women. The secretariat of the Barangay GAD Council shall be headed by the Committee Chair of the Barangay Committee on Women who shall be assisted by the City GAD Secretariat Coordinator concerned.

SECTION 37. **Relation of GAD Councils to the Sanggunian and The Regional GAD Focal Point Agency.**

- a. The policies, program and projects proposed by GAD Council shall be submitted to the Sanggunian concerned for coordination. The integrated GAD plans may be integrated with the whole development plan of the province and barangay.
- b. The approved GAD plans will be submitted to GAD Focal Point Agency for their integration in their plans and programs.

SECTION 38. **Budget.** The Barangay Council shall provide an automatic minimum appropriation of 5% from the Annual Funds of the Barangay. Except for the first year of its implementation, the 5% minimum appropriation must be taken from the annual funds and not on the supplemental budgets. The Accounting/Budget Office of the City or Municipality concerned shall furnish resources and budgetary allocations application to their respective jurisdictions to guide them in their planning functions. Particularly, 5% of the general appropriation for the year shall be allocated annually for the programs and projects strictly of the GAD Council in accordance with the implementing guidelines as stated below. For the first year of its implementation, the amount of Five Hundred Thousand Pesos (P500,000) shall be provided initially for the Provincial GAD Council considering that the previous and current budgets were GAD-oriented already.

1. **Gender Mainstreaming (GM).** It is the process of integrating the GAD prospective in the development agenda and process. Some indicators of this process are as follows:

- 1.1 Situation analysis which identifies (a) differences or similarities in women's and men's conditions; (b) practical gender needs; (c) strategic gender need and (d) potentials and constraints to women's ability to participate in and benefit from programs, projects and activity (PPA);
- 1.2 Determining gender goals and set targets for women's empowerment towards reducing gender inequality;
- 1.3 Strategies include ways to enhance women's participation in and benefit from PPA's and gender sensitivity training;
- 1.4 Activities aim to include both women and men; and where needed, new activities for women are designed;
- 1.5 Budget are allotted for gender related activities, with respect to priority thrusts in relation to practical gender needs and strategic gender particularly of women and in consideration of the overall Provincial Women Development Plan.

2. **PPA FPR Setting Up/Building Focal Points and Institutional Mechanism (BIM).** Includes the creation or strengthening of agencies mechanism which facilitate or sustain the integration of GAD in agency regular functions and processes indicators as follows but not limited to:

- 2.1 Conduct of briefing and orientation on GAD and GAD mainstreaming;
- 2.2 Conduct of inventory of existing and required GAD-related skills and capacities, such as those needed to implement the agency GAD strategic plan;
- 2.3 Setting up of focal points at the central office, attached agencies, regional and provincial office;
- 2.4 Creation and /or strengthening of agency mechanism for data collection, processing and dissemination to be gender-responsive;
- 2.5 Packaging and dissemination of gender-specific sectoral situationers;
- 2.6 Setting up of sectoral linkages to facilitate gender responsive assessment, planning, implementation and monitoring evaluation of agency PPAs.

3. **Women-Specific (WS) PPA.** These activities are intended to directly benefit women, including those that improve their access to basic service, such as the following:

- 3.1 Women's health and safe motherhood programs and projects;
- 3.2 Skills training for women;
- 3.3 Crisis center for women;
- 3.4 Training women in non-traditional trades;
- 3.5 Provisions of technical and financial resources for women;
- 3.6 Mobilization and organization of women;
- 3.7 Legal services for women;
- 3.8 Counseling and therapy for women.

SECTION 39. **Mandatory Budget Allocation.**

- 1. A mandatory budget allocation of twenty percent (20%) of the GAD shall be allocated for the specific PPAs for women of the Provincial Social Welfare and Development Office. This shall cover personal services, maintenance and other operating expenses (MOOE) and capital outlay;
- 2. A mandatory budget allocation of fifteen percent (15%) of the GAD Budget shall be allocated for the operationalization and management of the programs of the Women's Development and Resource Center (WDRC);
- 3. A mandatory budget allocation of ten percent (10%) of the GAD Budget shall be allocated for the roles and duties of the Secretariat and the Executive Committee of the Provincial GAD Council;
- 4. A mandatory budget allocation of fifteen percent (15%) of the GAD Budget shall be allocated for the operationalization and management of the programs of the Women's Development and Resource Center (WDRC).

SECTION 40. **Release of Funds.** Funds shall be released on quarterly basis to agencies in the form of cash advances subject to regular accounting and auditing procedures of the government or base on the implementation need of the Program of Work/Design. Fund releases shall be made through the passage of a resolution approving the work program from the Provincial GAD Council by the Barangay GAD Council.

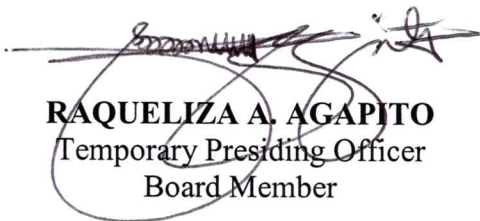
**CHAPTER III
FINAL PROVISIONS**

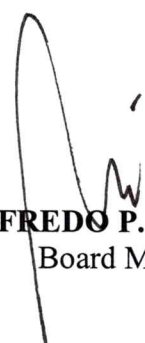
SECTION 41. **Separability Clause.** If any reason any sections or provisions of this Ordinance is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 42. **Repealing Clause.** All ordinances, local issuances or rules inconsistent with the provisions of this Ordinance are hereby repealed or modified accordingly.

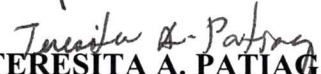
SECTION 43. **Effectivity Clause.** This Ordinance shall take effect upon the approval and after publication in the newspapers of local circulation.

APPROVED.


RAQUELIZA A. AGAPITO
Temporary Presiding Officer
Board Member


WILFREDO P. MUNSAYAC
Board Member

JOSEPH R. ORTIZ
Board Member

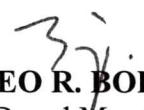

TERESITA A. PATIA
Board Member


ZALDY G. MATIAS
Board Member


ROMANITO DR. JUATCO
Board Member


ERIC DANIEL F. SALAZAR
Board Member


CESAR V. CUCIO
Board Member


ROMEO R. BORJA, JR.
Board Member

EDMUND R. ABESAMIS
Board Member


LANCE JARWIN A. SANTOS
Board Member

I HEREBY certify to the correctness of the foregoing ordinance.


BEMBOL DL. CASTILLO
Secretary to the Sang. Panlalawigan